

05-2301 MS,PASCAGOULA

WAGE DETERMINATION NO: 05-2301 REV (02) AREA: MS,PASCAGOULA

HEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD:05-2302

REGISTER OF WAGE DETERMINATIONS UNDER
 THE SERVICE CONTRACT ACT
 By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
 EMPLOYMENT STANDARDS ADMINISTRATION
 WAGE AND HOUR DIVISION
 WASHINGTON D.C. 20210

William W.Gross Division of
 Director Wage Determinations

Wage Determination No.: 2005-2301
 Revision No.: 2
 Date Of Revision: 09/14/2006

State: Mississippi

Area: Mississippi Counties of George, Hancock, Harrison, Jackson, Pearl River, Stone

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	11.36
01012 - Accounting Clerk II	13.71
01013 - Accounting Clerk III	16.77
01020 - Administrative Assistant	17.46
01040 - Court Reporter	14.26
01051 - Data Entry Operator I	9.78
01052 - Data Entry Operator II	10.98
01060 - Dispatcher, Motor Vehicle	12.53
01070 - Document Preparation Clerk	10.28
01090 - Duplicating Machine Operator	10.28
01111 - General Clerk I	10.16
01112 - General Clerk II	11.08
01113 - General Clerk III	13.67
01120 - Housing Referral Assistant	16.05
01141 - Messenger Courier	8.87
01191 - Order Clerk I	10.99
01192 - Order Clerk II	14.67
01261 - Personnel Assistant (Employment) I	13.36
01262 - Personnel Assistant (Employment) II	14.37
01263 - Personnel Assistant (Employment) III	15.98
01270 - Production Control Clerk	16.98
01280 - Receptionist	9.06
01290 - Rental Clerk	9.56
01300 - Scheduler, Maintenance	11.39
01311 - Secretary I	11.39
01312 - Secretary II	14.26
01313 - Secretary III	16.05
01320 - Service Order Dispatcher	10.02

01410 - Supply Technician	16.80
01420 - Survey Worker	12.10
01531 - Travel Clerk I	10.30
01532 - Travel Clerk II	10.93
01533 - Travel Clerk III	11.51
01611 - Word Processor I	12.09
01612 - Word Processor II	13.59
01613 - Word Processor III	15.17
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	19.05
05010 - Automotive Electrician	14.60
05040 - Automotive Glass Installer	14.03
05070 - Automotive Worker	14.03
05110 - Mobile Equipment Servicer	12.86
05130 - Motor Equipment Metal Mechanic	15.17
05160 - Motor Equipment Metal Worker	14.03
05190 - Motor Vehicle Mechanic	16.10
05220 - Motor Vehicle Mechanic Helper	12.32
05250 - Motor Vehicle Upholstery Worker	13.45
05280 - Motor Vehicle Wrecker	14.03
05310 - Painter, Automotive	14.60
05340 - Radiator Repair Specialist	14.03
05370 - Tire Repairer	12.36
05400 - Transmission Repair Specialist	15.17
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.09
07041 - Cook I	10.17
07042 - Cook II	11.09
07070 - Dishwasher	8.41
07130 - Food Service Worker	8.41
07210 - Meat Cutter	11.42
07260 - Waiter/Waitress	8.83
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	15.00
09040 - Furniture Handler	11.91
09080 - Furniture Refinisher	15.00
09090 - Furniture Refinisher Helper	12.67
09110 - Furniture Repairer, Minor	13.82
09130 - Upholsterer	15.00
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	8.41
11060 - Elevator Operator	8.41
11090 - Gardener	10.41
11122 - Housekeeping Aide	9.00
11150 - Janitor	9.00
11210 - Laborer, Grounds Maintenance	9.04
11240 - Maid or Houseman	7.94
11260 - Pruner	8.31
11270 - Tractor Operator	10.52
11330 - Trail Maintenance Worker	9.04
11360 - Window Cleaner	9.49
12000 - Health Occupations	
12010 - Ambulance Driver	13.21
12011 - Breath Alcohol Technician	12.62
12012 - Certified Occupational Therapist Assistant	15.13
12015 - Certified Physical Therapist Assistant	15.13
12020 - Dental Assistant	11.15
12025 - Dental Hygienist	18.44
12030 - EKG Technician	19.32
12035 - Electroneurodiagnostic Technologist	19.32

12040 - Emergency Medical Technician	13.21
12071 - Licensed Practical Nurse I	11.84
12072 - Licensed Practical Nurse II	13.30
12073 - Licensed Practical Nurse III	14.87
12100 - Medical Assistant	10.38
12130 - Medical Laboratory Technician	13.84
12160 - Medical Record Clerk	11.36
12190 - Medical Record Technician	12.93
12195 - Medical Transcriptionist	11.36
12210 - Nuclear Medicine Technologist	27.74
12221 - Nursing Assistant I	9.31
12222 - Nursing Assistant II	9.53
12223 - Nursing Assistant III	11.54
12224 - Nursing Assistant IV	12.97
12235 - Optical Dispenser	11.85
12236 - Optical Technician	10.59
12250 - Pharmacy Technician	11.63
12280 - Phlebotomist	12.98
12305 - Radiologic Technologist	19.21
12311 - Registered Nurse I	19.19
12312 - Registered Nurse II	23.46
12313 - Registered Nurse II, Specialist	23.46
12314 - Registered Nurse III	24.88
12315 - Registered Nurse III, Anesthetist	28.40
12316 - Registered Nurse IV	34.03
12317 - Scheduler (Drug and Alcohol Testing)	15.64
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.53
13012 - Exhibits Specialist II	20.10
13013 - Exhibits Specialist III	25.61
13041 - Illustrator I	16.46
13042 - Illustrator II	20.10
13043 - Illustrator III	25.61
13047 - Librarian	20.55
13050 - Library Aide/Clerk	7.76
13054 - Library Information Technology Systems Administrator	19.32
13058 - Library Technician	11.00
13061 - Media Specialist I	12.23
13062 - Media Specialist II	14.98
13063 - Media Specialist III	16.70
13071 - Photographer I	12.20
13072 - Photographer II	14.04
13073 - Photographer III	17.06
13074 - Photographer IV	21.74
13075 - Photographer V	23.96
13110 - Video Teleconference Technician	13.39
14000 - Information Technology Occupations	
14041 - Computer Operator I	12.78
14042 - Computer Operator II	15.68
14043 - Computer Operator III	18.30
14044 - Computer Operator IV	19.47
14045 - Computer Operator V	21.50
14071 - Computer Programmer I (1)	17.82
14072 - Computer Programmer II (1)	22.02
14073 - Computer Programmer III (1)	26.47
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	25.26
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	12.78

14160 - Personal Computer Support Technician	19.47
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	25.26
15020 - Aircrew Training Devices Instructor (Rated)	30.15
15030 - Air Crew Training Devices Instructor (Pilot)	27.41
15050 - Computer Based Training Specialist / Instructor	25.26
15060 - Educational Technologist	24.38
15070 - Flight Instructor (Pilot)	30.15
15080 - Graphic Artist	19.07
15090 - Technical Instructor	17.37
15095 - Technical Instructor/Course Developer	21.24
15110 - Test Proctor	14.01
15120 - Tutor	14.01
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	7.96
16030 - Counter Attendant	7.96
16040 - Dry Cleaner	9.21
16070 - Finisher, Flatwork, Machine	7.96
16090 - Presser, Hand	7.96
16110 - Presser, Machine, Drycleaning	7.96
16130 - Presser, Machine, Shirts	7.96
16160 - Presser, Machine, Wearing Apparel, Laundry	7.96
16190 - Sewing Machine Operator	9.77
16220 - Tailor	10.30
16250 - Washer, Machine	8.31
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	16.67
19040 - Tool And Die Maker	19.20
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.81
21030 - Material Coordinator	15.06
21040 - Material Expediter	15.06
21050 - Material Handling Laborer	10.11
21071 - Order Filler	10.73
21080 - Production Line Worker (Food Processing)	12.81
21110 - Shipping Packer	11.95
21130 - Shipping/Receiving Clerk	11.42
21140 - Store Worker I	12.55
21150 - Stock Clerk	14.63
21210 - Tools And Parts Attendant	12.81
21410 - Warehouse Specialist	12.81
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	21.33
23021 - Aircraft Mechanic I	20.31
23022 - Aircraft Mechanic II	21.33
23023 - Aircraft Mechanic III	22.40
23040 - Aircraft Mechanic Helper	16.50
23050 - Aircraft, Painter	17.74
23060 - Aircraft Servicer	18.01
23080 - Aircraft Worker	18.80
23110 - Appliance Mechanic	15.97
23120 - Bicycle Repairer	12.36
23125 - Cable Splicer	21.80
23130 - Carpenter, Maintenance	15.40
23140 - Carpet Layer	14.15
23160 - Electrician, Maintenance	18.11
23181 - Electronics Technician Maintenance I	17.64
23182 - Electronics Technician Maintenance II	18.61
23183 - Electronics Technician Maintenance III	20.22
23260 - Fabric Worker	15.73

23290 - Fire Alarm System Mechanic	17.57
23310 - Fire Extinguisher Repairer	15.07
23311 - Fuel Distribution System Mechanic	17.57
23312 - Fuel Distribution System Operator	15.07
23370 - General Maintenance Worker	13.96
23380 - Ground Support Equipment Mechanic	20.31
23381 - Ground Support Equipment Servicer	18.01
23382 - Ground Support Equipment Worker	18.80
23391 - Gunsmith I	15.07
23392 - Gunsmith II	16.37
23393 - Gunsmith III	17.57
23410 - Heating, Ventilation And Air-Conditioning Mechanic	15.84
23411 - Heating, Ventilation And Air Contditioning Mechanic (Research Facility)	
16.05	
23430 - Heavy Equipment Mechanic	16.79
23440 - Heavy Equipment Operator	15.09
23460 - Instrument Mechanic	17.57
23465 - Laboratory/Shelter Mechanic	16.98
23470 - Laborer	10.21
23510 - Locksmith	16.05
23530 - Machinery Maintenance Mechanic	18.58
23550 - Machinist, Maintenance	17.57
23580 - Maintenance Trades Helper	13.84
23591 - Metrology Technician I	17.57
23592 - Metrology Technician II	18.17
23593 - Metrology Technician III	18.70
23640 - Millwright	19.82
23710 - Office Appliance Repairer	16.13
23760 - Painter, Maintenance	14.52
23790 - Pipefitter, Maintenance	17.78
23810 - Plumber, Maintenance	16.75
23820 - Pneudraulic Systems Mechanic	17.57
23850 - Rigger	17.57
23870 - Scale Mechanic	16.37
23890 - Sheet-Metal Worker, Maintenance	16.61
23910 - Small Engine Mechanic	13.96
23931 - Telecommunications Mechanic I	18.82
23932 - Telecommunications Mechanic II	21.72
23950 - Telephone Lineman	18.82
23960 - Welder, Combination, Maintenance	17.57
23965 - Well Driller	17.57
23970 - Woodcraft Worker	17.57
23980 - Woodworker	15.07
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.52
24580 - Child Care Center Clerk	9.95
24610 - Chore Aide	8.37
24620 - Family Readiness And Support Services Coordinator	11.74
24630 - Homemaker	11.08
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	18.70
25040 - Sewage Plant Operator	14.66
25070 - Stationary Engineer	18.70
25190 - Ventilation Equipment Tender	13.84
25210 - Water Treatment Plant Operator	14.52
27000 - Protective Service Occupations	
27004 - Alarm Monitor	12.35
27007 - Baggage Inspector	9.07
27008 - Corrections Officer	11.87
27010 - Court Security Officer	13.73

27030 - Detection Dog Handler	13.94
27040 - Detention Officer	12.79
27070 - Firefighter	15.28
27101 - Guard I	9.07
27102 - Guard II	13.94
27131 - Police Officer I	14.75
27132 - Police Officer II	16.12
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.73
28042 - Carnival Equipment Repairer	12.29
28043 - Carnival Equipment Worker	9.25
28210 - Gate Attendant/Gate Tender	12.14
28310 - Lifeguard	10.82
28350 - Park Attendant (Aide)	13.58
28510 - Recreation Aide/Health Facility Attendant	9.91
28515 - Recreation Specialist	16.21
28630 - Sports Official	10.82
28690 - Swimming Pool Operator	13.43
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	16.99
29020 - Hatch Tender	16.37
29030 - Line Handler	16.37
29041 - Stevedore I	16.28
29042 - Stevedore II	17.65
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.38
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.33
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	24.59
30021 - Archeological Technician I	16.28
30022 - Archeological Technician II	18.25
30023 - Archeological Technician III	22.56
30030 - Cartographic Technician	24.35
30040 - Civil Engineering Technician	14.65
30061 - Drafter/CAD Operator I	16.94
30062 - Drafter/CAD Operator II	20.60
30063 - Drafter/CAD Operator III	21.32
30064 - Drafter/CAD Operator IV	26.24
30081 - Engineering Technician I	13.93
30082 - Engineering Technician II	16.16
30083 - Engineering Technician III	18.58
30084 - Engineering Technician IV	22.62
30085 - Engineering Technician V	28.80
30086 - Engineering Technician VI	31.74
30090 - Environmental Technician	23.70
30210 - Laboratory Technician	18.70
30240 - Mathematical Technician	22.31
30361 - Paralegal/Legal Assistant I	15.09
30362 - Paralegal/Legal Assistant II	18.49
30363 - Paralegal/Legal Assistant III	22.64
30364 - Paralegal/Legal Assistant IV	27.37
30390 - Photo-Optics Technician	22.04
30461 - Technical Writer I	19.18
30462 - Technical Writer II	23.43
30463 - Technical Writer III	28.37
30491 - Unexploded Ordnance (UXO) Technician I	20.58
30492 - Unexploded Ordnance (UXO) Technician II	24.90
30493 - Unexploded Ordnance (UXO) Technician III	29.85
30494 - Unexploded (UXO) Safety Escort	20.58
30495 - Unexploded (UXO) Sweep Personnel	20.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	18.89

30621 - Weather Observer, Senior (3)	20.94
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	7.93
31030 - Bus Driver	12.64
31043 - Driver Courier	10.25
31260 - Parking and Lot Attendant	7.06
31290 - Shuttle Bus Driver	10.99
31310 - Taxi Driver	9.99
31361 - Truckdriver, Light	10.99
31362 - Truckdriver, Medium	15.01
31363 - Truckdriver, Heavy	15.21
31364 - Truckdriver, Tractor-Trailer	15.21
99000 - Miscellaneous Occupations	
99030 - Cashier	7.31
99050 - Desk Clerk	8.75
99095 - Embalmer	20.58
99251 - Laboratory Animal Caretaker I	9.26
99252 - Laboratory Animal Caretaker II	9.53
99310 - Mortician	20.58
99410 - Pest Controller	12.79
99510 - Photofinishing Worker	10.16
99710 - Recycling Laborer	13.98
99711 - Recycling Specialist	15.40
99730 - Refuse Collector	12.24
99810 - Sales Clerk	9.48
99820 - School Crossing Guard	11.72
99830 - Survey Party Chief	13.44
99831 - Surveying Aide	8.90
99832 - Surveying Technician	12.21
99840 - Vending Machine Attendant	12.35
99841 - Vending Machine Repairer	14.04
99842 - Vending Machine Repairer Helper	12.35

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.01 per hour or \$120.40 per week or \$521.73 per month.

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractor in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <<http://www.dol.gov/esa/whd/>> or through the Wage Determinations On-Line (WDOL) Web site at <<http://wdol.gov/>>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by

the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.